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RESEARCH MEMORANDUM

A-SCHOOL ATTRITION: REASONS AND RESULTS

Patricia E. Byrnes
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1. Enclosure (1) is forwarded as a matter of possible interest.
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A-SCHOOL ATTRITION: REASONS AND RESULTS

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ABSTRACT

Navy A-school training provides the basic skills necessary for new recruits to become qualified in their ratings. Not all students successfully complete the A-school pipeline they start. This research memorandum examines the reasons for attrition and provides some preliminary evidence on the effectiveness of reclassifying those students.

EXECUTIVE SUMMARY

Navy A-school training provides the basic skills necessary for new recruits to become qualified in their ratings. Three-quarters of all recruits proceed directly from recruit training to A-school. The Navy makes a substantial investment in A-school training. In 1987, for example, Navy students spent more than 25,000 man-years in A-school. Not all students successfully complete the A-school pipeline they start. In technical ratings, failure rates have been estimated to be about 30 percent. This research memorandum examines the reasons for attrition and provides some preliminary evidence on what happens to students who leave A-school training prematurely.

This analysis first examined Navy A-school attrition data. These data allowed for cross classification of A-school attrition by reason (academic and nonacademic) and by the anticipated disposition of the student (reclassified into another school, sent to the fleet, or left the Navy). Table I illustrates these data for FY 1983. From these data and the other years examined, the analysis revealed that:

- About half of A-school attrition is for academic reasons, and this proportion has been increasing in recent years.
- Most nonacademic attrition is the result of motivation and disciplinary problems.
- Among students who leave A-school prematurely, fewer than 10 percent are recommended for discharge; one-quarter are reclassified for another rating, and the remainder return to the fleet.

TABLE I

A-SCHOOL ATTRITION BY REASON AND ANTICIPATED DISPOSITION, FY 1983

Number of cases: 10,585

	Total cases (percent)	Anticipated disposition (percent)		
		<u>Fleet</u>	<u>Discharge</u>	<u>Reclassified</u>
Academic	50.8	67.8	0	32.1
Nonacademic				
Motivation and discipline	29.3	78.5	13.2	8.3
Admin, medical, and other	19.8	53.2	27.0	19.7
Total	100.0	68.2	9.2	22.7

The training data are limited because they show only the anticipated disposition of A-school failures and not actual outcomes for those recruits. For a more complete understanding of what happens to these recruits, a second data source was used. Recruits in FY 1983 who received specific school guarantees (promises of training in a specific rating) were observed for 30 months. The data indicate that a significant proportion of recruits eventually receive ratings other than the ones they were originally promised. The patterns across ratings and entry programs indicate that students who fail to complete A-school training in a specific rating are reclassified to other pipelines. More detailed analyses are necessary to evaluate the success of recruits who are reclassified and the effectiveness of reclassifying students that fail.

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INTRODUCTION

Navy A-school training provides the basic skills necessary for new recruits to become qualified in their ratings. Three-quarters of all recruits proceed directly from recruit training to A-school.¹ A-school pipelines can include from one to six separate courses and range in length from 40 days to more than one year. The Navy makes a substantial investment in A-school training. In 1987, for example, Navy students spent more than 25,000 man-years in A-school.

Not all students successfully complete the A-school pipeline that they start. In technical ratings, failure rates are about 30 percent [1]. This research memorandum examines the reasons for attrition and provides some preliminary evidence on what happens to students who do not complete A-school training in a specific rating.

DATA

Students' progress or attrition from the A-school training courses was analyzed using the Navy Integrated Training Resource Administration System's (NITRAS) Student Master File (SMF).² The SMF accounts for students from the time of arrival at the training activity to departure. Whenever a change in a student's status occurs (e.g., he arrives at the training activity, enters a course, or instruction is interrupted), a three-digit Student Action Code (SAC) explaining the change is entered in the SMF. Upon completion of a course, all students are awarded a graduation transaction SAC (GRATSAC). All students who pass a course are awarded the same SAC, P1*. Those students who do not pass, receive a SAC that indicates the reason the course was not completed and the recommended disposition of the student.

Table 1 displays all the possible graduation transaction SACs and the frequency with which they occurred for all A-school courses in 1985.³ They fall into three basic categories. Successful completion of a course is noted by SAC code P1*. This code accounts for 92 percent of all SACs in 1985 A-school courses.⁴ SACs indicating attrition fall into

1. The others go directly to the fleet after a short apprenticeship training course and either become rated through on-the-job training, remain unrated, or, occasionally, return to A-school at a later date.

2. See [2] for a more complete description of the SMF.

3. A complete description of all SAC codes can be found in section E.2.8 of [3]. Parts of that section describing the codes are reproduced in the appendix.

4. The overall attrition rate from A-school courses is only 8 percent. A-school pipeline attrition rates can be much higher, over 30 percent in highly technical ratings. The reasons the course and pipeline rates differ are because A-school pipelines are generally a sequence of courses.

TABLE 1

A-SCHOOL GRATSAC FREQUENCIES, FY 1985

Valid cases: 135,238

<u>Value</u>	<u>Frequency</u>	<u>Cumulative percent</u>	<u>Value</u>	<u>Frequency</u>	<u>Cumulative percent</u>
KAA	1,202	1	LLE	57	7
KAB	1	1	LLF	6	7
KAC	632	1	LLK	112	7
KAK	1,925	3	LLL	57	7
KAL	18	3	LLM	4	7
KAM	1,177	4	LNA	100	7
KCD	50	4	LNB	46	7
KCF	60	4	LNC	2	7
KCK	155	4	LND	44	7
KCM	160	4	LNF	165	7
KEA	774	5	LNP	155	7
KEB	1	5	LNK	442	8
KEC	98	5	LNK	218	8
LGA	203	5	LNZ	54	8
LGB	42	5	LQA	12	8
LGC	4	5	LQB	30	8
LGD	1,095	6	LQC	2	8
LGE	14	6	LQN	283	8
LGF	14	6	LQP	202	8
LGG	784	6	LQQ	54	8
LGH	7	6	LSB	21	8
LGI	34	6	LUR	183	8
LJD	101	6	LZA	100	8
LJE	12	6	LZB	29	8
LJF	84	6	LZC	26	8
LLD	322	7	P1*	123,867	100

SOURCE: NITRAS Student Master File, FY 1985.

two categories. Those beginning with the letter K describe attrition for academic reasons; an L indicates attrition for nonacademic reasons. For A-school courses, slightly over half of the attrition in 1985 was for academic reasons.

REASONS FOR TRAINING ATTRITION

The second and third digits of the SAC give more detailed information on the reasons for attrition and on the student's anticipated disposition. Table 2 gives one classification of the SAC codes. Three classes of attrition and three classes of disposition are used to group students. The attrition types are: academic; nonacademic (motivation and discipline); and nonacademic (administrative, medical, or other). Following attrition from a course, a student can be reassigned to the fleet for duty, reclassified and assigned to another course, or recommended for separation from the Navy.

TABLE 2
CLASSIFICATION OF SAC CODES

	<u>Fleet</u>	<u>Discharge</u>	<u>Reclassification</u>
Academic	KAA	KAB	KAC
	KAK	KAL	KAM
	KCD	KCE	KCF
	KCK	KCL	KCM
	KEA	KEB	KEC
Nonacademic			
Motivation and discipline	LGA	LGB	LGC
	LGD	LGE	LGF
	LGG	LGH	LGJ
	LLD	LLE	LLF
	LLK	LLL	LLM
	LNA	LNB	LUR
		LNP	LNC
Admin, medical, and other	LND		LNF
	LNK	LNK	LNZ
	LJD	LJE	LJF
	LQA	LQB	LQC
	LQN	LQP	LQQ
		LSB	
	LZA	LZB	LZC

The proportion of students in FY 1985 who fell into each of the three categories of attrition reasons are displayed in table 3. The anticipated disposition of students in each category are also displayed. Most of the students who fail (68 percent) are reassigned to the fleet. Just under 25 percent are reclassified, and 8 percent are discharged. There are some apparent differences in student disposition by attrition reason. Virtually none of the students who failed for academic reasons were recommended for separation. About 34 percent were expected to be reclassified and sent to another school. The majority, however, were expected to be reassigned to the fleet.

TABLE 3

A-SCHOOL ATTRITION BY REASON AND ANTICIPATED DISPOSITION, FY 1985

Number of cases: 11,371

	Total cases (percent)	Anticipated disposition (percent)		
		<u>Fleet</u>	<u>Discharge</u>	<u>Reclassified</u>
Academic	55.0	65.7	3.0	34.0
Nonacademic				
Motivation and discipline	28.5	80.7	11.7	7.6
Admin, medical, and other	16.5	52.3	27.2	20.5
Total	100.0	67.7	8.0	24.3

Students who failed for nonacademic reasons fell into two major categories. Roughly three-fifths of nonacademic attrition was the result of motivational or disciplinary problems. The rest was due to administrative or medical reasons. A significant number of students who left for nonacademic reasons (17 percent) were recommended for separation. This proportion is even higher among those who left for administrative and medical reasons. More students who left for academic than for nonacademic reasons were expected to be reclassified and sent to other schools. This number was also higher for those leaving due to administrative and medical reasons than for those with behavioral problems.

The attrition reasons observed in 1985 can be compared to those for earlier years. Tables 4 and 5 display the distribution of attrition reasons and anticipated disposition for FY 1983 and FY 1981, respectively. The basic pattern in all three years is similar.

TABLE 4

A-SCHOOL ATTRITION BY REASON AND ANTICIPATED DISPOSITION, FY 1983

Number of cases: 10,585

	Total cases (percent)	Anticipated disposition (percent)		
		<u>Fleet</u>	<u>Discharge</u>	<u>Reclassified</u>
Academic	50.8	67.8	0	32.1
Nonacademic				
Motivation and discipline	29.3	78.5	13.2	8.3
Admin, medical, and other	19.8	53.2	27.0	19.7
Total	100.0	68.2	9.2	22.7

TABLE 5

A-SCHOOL ATTRITION BY REASON AND ANTICIPATED DISPOSITION, FY 1981

Number of cases: 10,994

	Total cases (percent)	Anticipated disposition (percent)		
		<u>Fleet</u>	<u>Discharge</u>	<u>Reclassified</u>
Academic	44.1	62.6	0.2	37.2
Nonacademic				
Motivation and discipline	38.7	73.8	11.9	14.2
Admin, medical, and other	17.3	60.9	28.3	10.7
Total	100.0	67.0	9.6	23.9

One trend is apparent in the tables. The proportion of attrition due to academic failure increased significantly between 1981 and 1983 and again in 1985. This finding is consistent with [1], which indicated that academic attrition rates increased over this period and that non-academic attrition declined slightly. Evidence from more recent years needs to be analyzed to determine if this is a continuing trend.

The distribution of GRATSAC codes provides information on attrition rates and reasons for personnel failing A-school courses, but it does have limitations. The codes show only the anticipated disposition of students who left A-school and not actual outcomes for those students. The failure codes do not indicate, for example, whether the students have failed previous courses, where in a pipeline the attrition occurs, or whether reclassified academic failures are successful in later courses. Some students who are returned to the fleet for duty may be far enough along in a pipeline to be designated in a rating; others may be assigned as general detail personnel.

FIRST-TERM SUCCESS

This analysis examined a second data source to provide a more complete understanding of what happens to recruits who leave A-school prematurely. In particular, these data help address the effectiveness of reclassifying students who fail.

Recruits in FY 1983 for whom specific school guarantees (promises of training in a specific rating) could be identified were observed for 30 months. Tables 6 and 7 present data on the survival rates of these recruits by rating and quality. Quality is measured by mental group category and educational status. Table 6 displays results for recruits entering the Navy with a four- or five-year obligation. Table 7 contains results for recruits who enlisted in the Advanced Technical Field (ATF) or Advanced Electronics Field (AEF) programs. These recruits incur a six-year service obligation in return for longer and more advanced training.

For each rating and quality category, the number of recruits entering and surviving through 30 months is displayed. Of those surviving, the number of entrants who earned the promised rating, some other rating, or were not rated after 30 months are shown. The proportion of original entrants falling into each category is displayed as well.

Table 6 begins with the survival and advancement patterns for all recruits with four- and five-year obligations. The key factor influencing survival is high school diploma status. Survival is about 80 percent for high school diploma graduates (HSDGs) in all mental group categories, although it does decline slightly for the lower mental groups. The survival rate for nongraduates is 20 percentage points lower.

TABLE 6

SURVIVAL AND ADVANCEMENT RATES, FOUR-
AND FIVE-YEAR OBLIGATION (At 30 months), FY 1983

Education Mental Group	HSDG 1 - 3U	NON-GRAD/GED 1 - 3U	HSDG 3L	HSDG 4
TOTAL				
Entered	14539	2364	5433	1030
Survived	11737	1406	4301	776
Rated in same	10368	1192	3799	651
Not in same	854	91	236	36
Not Rated	515	123	266	89
RATING				
AB				
Entered	121	21	169	48
Survived	96	11	133	37
Rated in same	0	0	0	0
Not in same	96	11	131	36
Not Rated	0	0	2	1
AD				
Entered	419	87	296	35
Survived	358	64	259	29
Rated in same	344	60	247	28
Not in same	5	2	5	0
Not Rated	9	2	7	1
AE				
Entered	605	125	68	2
Survived	516	73	57	1
Rated in same	458	61	38	1
Not in same	34	6	6	0
Not Rated	24	6	13	0
AG				
Entered	121	5	0	0
Survived	102	4	0	0
Rated in same	89	1	0	0
Not in same	2	0	0	0
Not Rated	11	3	0	0

* Indicates that it cannot be determined if the individual is rated in the rating that was guaranteed. These ratings are not included in the total: Overall survival rates are virtually identical when they are included, however.

TABLE 6 (Cont.)

	HSDG 1 - 3U	NHS 1 - 3U	HSDG 3L	HSDG 4ABC
AK				
Entered	204 1.00	29 1.00	15 1.00	2 1.00
Survived	171 0.84	20 0.69	11 0.73	2 1.00
Rated in same	166 0.81	20 0.69	11 0.73	1 0.50
Not in same	2 0.01	0 0.00	0 0.00	0 0.00
Not Rated	3 0.01	0 0.00	0 0.00	1 0.50
AM				
Entered	569 1.00	85 1.00	388 1.00	87 1.00
Survived	489 0.86	55 0.65	330 0.85	73 0.84
Rated in same *	0 0.00	0 0.00	0 0.00	0 0.00
Not in same	487 0.86	53 0.62	321 0.83	71 0.82
Not Rated	2 0.00	2 0.02	9 0.02	2 0.02
AO				
Entered	255 1.00	97 1.00	196 1.00	29 1.00
Survived	205 0.80	64 0.66	149 0.76	20 0.69
Rated in same	200 0.78	59 0.61	140 0.71	18 0.62
Not in same	2 0.01	1 0.01	6 0.03	1 0.03
Not Rated	3 0.01	4 0.04	3 0.02	1 0.03
AQ				
Entered	188 1.00	46 1.00	16 1.00	1 1.00
Survived	158 0.84	32 0.70	15 0.94	0 0.00
Rated in same	128 0.68	25 0.54	10 0.63	0 0.00
Not in same	18 0.10	4 0.09	5 0.31	0 0.00
Not Rated	12 0.06	3 0.07	0 0.00	0 0.00
ASE				
Entered	59 1.00	10 1.00	27 1.00	3 1.00
Survived	51 0.86	7 0.70	24 0.89	3 1.00
Rated in same	42 0.71	4 0.40	18 0.67	2 0.67
Not in same	4 0.07	3 0.30	3 0.11	0 0.00
Not Rated	5 0.08	0 0.00	3 0.11	1 0.33
ASM				
Entered	46 1.00	8 1.00	36 1.00	7 1.00
Survived	36 0.78	5 0.63	34 0.94	4 0.57
Rated in same	36 0.78	4 0.50	34 0.94	4 0.57
Not in same	0 0.00	1 0.13	0 0.00	0 0.00
Not Rated	0 0.00	0 0.00	0 0.00	0 0.00
AT				
Entered	403 1.00	95 1.00	16 1.00	0 0.00
Survived	359 0.89	67 0.71	16 1.00	0 0.00
Rated in same	319 0.79	56 0.59	13 0.81	0 0.00
Not in same	20 0.05	4 0.04	1 0.06	0 0.00
Not Rated	20 0.05	7 0.07	2 0.13	0 0.00

* Indicates that it cannot be determined if the individual is rated in the rating that was guaranteed. These ratings are not included in the total. Overall survival rates are virtually identical when they are included, however.

TABLE 6 (Cont.)

		HSDG 1 - 3U	NHS 1 - 3U	HSDG 3L	HSDG 4ABC
AW	Entered	344 1.00	44 1.00	34 1.00	1 1.00
	Survived	263 0.76	28 0.64	24 0.71	1 1.00
	Rated in same	180 0.52	16 0.36	15 0.44	0 0.00
	Not in same	66 0.19	8 0.18	6 0.18	1 1.00
	Not Rated	17 0.05	4 0.09	3 0.09	0 0.00
AX	Entered	103 1.00	35 1.00	2 1.00	0 0.00
	Survived	89 0.86	24 0.69	2 1.00	0 0.00
	Rated in same	69 0.67	24 0.69	2 1.00	0 0.00
	Not in same	13 0.13	0 0.00	0 0.00	0 0.00
	Not Rated	7 0.07	0 0.00	0 0.00	0 0.00
AZ	Entered	199 1.00	25 1.00	10 1.00	0 0.00
	Survived	170 0.85	13 0.52	4 0.40	0 0.00
	Rated in same	166 0.83	12 0.48	4 0.40	0 0.00
	Not in same	2 0.01	0 0.00	0 0.00	0 0.00
	Not Rated	2 0.01	1 0.04	0 0.00	0 0.00
BT	Entered	146 1.00	28 1.00	217 1.00	138 1.00
	Survived	114 0.78	19 0.68	169 0.78	98 0.71
	Rated in same	108 0.74	18 0.64	144 0.66	73 0.53
	Not in same	0 0.00	0 0.00	3 0.01	7 0.05
	Not Rated	6 0.04	1 0.04	22 0.10	18 0.13
CTA	Entered	44 1.00	0 0.00	21 1.00	3 1.00
	Survived	32 0.73	0 0.00	17 0.81	3 1.00
	Rated in same	29 0.66	0 0.00	14 0.67	3 1.00
	Not in same	1 0.02	0 0.00	2 0.10	0 0.00
	Not Rated	2 0.05	0 0.00	1 0.05	0 0.00
CTO	Entered	271 1.00	7 1.00	11 1.00	0 0.00
	Survived	233 0.86	7 1.00	9 0.82	0 0.00
	Rated in same	189 0.70	4 0.57	6 0.55	0 0.00
	Not in same	33 0.12	1 0.14	1 0.09	0 0.00
	Not Rated	11 0.04	2 0.29	2 0.18	0 0.00
CTR	Entered	551 1.00	19 1.00	235 1.00	1 1.00
	Survived	440 0.80	11 0.58	189 0.80	1 1.00
	Rated in same	133 0.24	75 0.32	75 0.32	0 0.00
	Not in same	265 0.48	9 0.47	81 0.34	0 0.00
	Not Rated	42 0.08	1 0.05	33 0.14	1 1.00

TABLE 6 (Cont.)

		HSDG 1 - 3U	NHS 1 - 3U	HSDG 3L	HSDG 4ABC
DK	Entered	168 1.00	27 1.00	10 1.00	1 1.00
	Survived	139 0.83	19 0.70	7 0.70	0 0.00
	Rated in same	123 0.73	14 0.52	7 0.70	0 0.00
	Not in same	5 0.03	0 0.00	0 0.00	0 0.00
	Not Rated	11 0.07	5 0.19	0 0.00	0 0.00
EM	Entered	501 1.00	93 1.00	169 1.00	6 1.00
	Survived	420 0.84	58 0.62	133 0.79	5 0.83
	Rated in same	314 0.63	42 0.45	87 0.51	3 0.50
	Not in same	52 0.10	7 0.08	27 0.16	1 0.17
	Not Rated	54 0.11	9 0.10	19 0.11	1 0.17
EN	Entered	291 1.00	47 1.00	253 1.00	74 1.00
	Survived	239 0.82	25 0.53	200 0.79	59 0.80
	Rated in same	227 0.78	25 0.53	185 0.73	50 0.68
	Not in same	8 0.03	0 0.00	2 0.01	4 0.05
	Not Rated	4 0.01	0 0.00	13 0.05	5 0.07
EW	Entered	256 1.00	55 1.00	12 1.00	1 1.00
	Survived	213 0.83	39 0.71	12 1.00	1 1.00
	Rated in same	184 0.72	34 0.62	8 0.67	0 0.00
	Not in same	16 0.06	2 0.04	2 0.17	1 1.00
	Not Rated	13 0.05	3 0.05	2 0.17	0 0.00
FT	Entered	34 1.00	8 1.00	1 1.00	0 0.00
	Survived	27 0.79	5 0.63	1 1.00	0 0.00
	Rated in same *	0 0.00	0 0.00	0 0.00	0 0.00
	Not in same	25 0.74	5 0.63	1 1.00	0 0.00
	Not Rated	2 0.06	0 0.00	0 0.00	0 0.00
GM	Entered	379 1.00	69 1.00	132 1.00	8 1.00
	Survived	314 0.83	45 0.65	108 0.82	6 0.75
	Rated in same *	0 0.00	0 0.00	0 0.00	0 0.00
	Not in same	276 0.73	35 0.51	82 0.62	4 0.50
	Not Rated	38 0.10	10 0.14	26 0.20	2 0.25
GMT	Entered	88 1.00	16 1.00	35 1.00	3 1.00
	Survived	65 0.74	7 0.44	25 0.71	0 0.00
	Rated in same	52 0.59	5 0.31	22 0.63	0 0.00
	Not in same	11 0.13	0 0.00	0 0.00	0 0.00
	Not Rated	2 0.02	2 0.13	3 0.09	0 0.00

* Indicates that it cannot be determined if the individual is rated in the rating that was guaranteed. These ratings are not included in the total. Overall survival rates are virtually identical when they are included, however.

TABLE 6 (Cont.)

		HSDG 1 - 3U	NHS 1 - 3U	HSDG 3L	HSDG 4ABC
HM	Entered	1736 1.00	127 1.00	686 1.00	93 1.00
	Survived	1425 0.82	82 0.65	549 0.80	75 0.81
	Rated in same	1372 0.79	79 0.62	507 0.74	68 0.80
	Not in same	25 0.01	1 0.01	14 0.02	3 0.03
HT	Not Rated	28 0.02	2 0.02	28 0.04	4 0.04
	Entered	630 1.00	85 1.00	271 1.00	20 1.00
	Survived	508 0.81	56 0.66	225 0.83	18 0.90
	Rated in same	498 0.79	55 0.65	221 0.82	17 0.85
IC	Not in same	7 0.01	0 0.00	3 0.01	0 0.00
	Not Rated	3 0.00	1 0.01	1 0.00	1 0.05
	Entered	522 1.00	69 1.00	148 1.00	7 1.00
	Survived	434 0.83	37 0.54	123 0.83	6 0.86
IM	Rated in same	339 0.65	24 0.35	81 0.55	2 0.29
	Not in same	41 0.08	7 0.10	23 0.16	2 0.29
	Not Rated	54 0.10	6 0.09	19 0.13	2 0.29
	Entered	52 1.00	18 1.00	11 1.00	2 1.00
IS	Survived	46 0.88	12 0.67	11 1.00	1 0.50
	Rated in same	43 0.83	10 0.56	10 0.91	1 0.50
	Not in same	3 0.06	1 0.06	0 0.00	0 0.00
	Not Rated	0 0.00	1 0.06	1 0.09	0 0.00
IS	Entered	144 1.00	3 1.00	3 1.00	0 0.00
	Survived	115 0.80	1 0.33	2 0.67	0 0.00
	Rated in same	99 0.69	0 0.00	2 0.67	0 0.00
	Not in same	6 0.04	0 0.00	0 0.00	0 0.00
MM	Not Rated	10 0.07	1 0.33	0 0.00	0 0.00
	Entered	361 1.00	163 1.00	387 1.00	167 1.00
	Survived	289 0.80	83 0.51	310 0.80	133 0.80
	Rated in same	275 0.76	72 0.44	270 0.70	96 0.57
MM	Not in same	9 0.02	0 0.00	10 0.03	8 0.05
	Not Rated	5 0.01	11 0.07	30 0.08	29 0.17
	Entered	34 1.00	8 1.00	15 1.00	2 1.00
	Survived	26 0.76	4 0.50	15 1.00	1 0.50
MM	Rated in same	19 0.56	3 0.38	10 0.67	0 0.00
	Not in same	2 0.06	1 0.13	2 0.13	1 0.50
	Not Rated	5 0.15	0 0.00	3 0.20	0 0.00

TABLE 6 (Cont.)

		HSDG 1 - 3U	NHS 1 - 3U	HSDG 3L	HSDG 4ABC
MR	Entered	195 1.00	24 1.00	58 1.00	6 1.00
	Survived	165 0.85	16 0.67	50 0.86	5 0.83
	Rated in same	146 0.75	12 0.50	46 0.79	4 0.67
	Not in same	12 0.06	2 0.08	0 0.00	0 0.00
MS	Not Rated	7 0.04	2 0.08	4 0.07	1 0.17
	Entered	583 1.00	128 1.00	760 1.00	191 1.00
	Survived	422 0.72	61 0.48	542 0.71	143 0.75
	Rated in same	407 0.70	59 0.46	526 0.69	136 0.71
OM	Not in same	11 0.02	1 0.01	6 0.01	0 0.00
	Not Rated	4 0.01	1 0.01	10 0.01	7 0.04
	Entered	35 1.00	8 1.00	7 1.00	1 1.00
	Survived	29 0.83	5 0.63	6 0.86	0 0.00
OS	Rated in same	21 0.60	3 0.38	5 0.71	0 0.00
	Not in same	5 0.14	1 0.13	1 0.14	0 0.00
	Not Rated	3 0.09	1 0.13	0 0.00	0 0.00
	Entered	1099 1.00	182 1.00	55 1.00	0 0.00
OT	Survived	908 0.83	115 0.63	43 0.78	0 0.00
	Rated in same	864 0.79	100 0.55	42 0.76	0 0.00
	Not in same	21 0.02	4 0.02	0 0.00	0 0.00
	Not Rated	23 0.02	11 0.06	1 0.02	0 0.00
PC	Entered	139 1.00	2 1.00	4 1.00	1 1.00
	Survived	106 0.76	1 0.50	4 1.00	1 1.00
	Rated in same *	0 0.00	0 0.00	0 0.00	0 0.00
	Not in same	98 0.71	1 0.50	4 1.00	1 1.00
PM	Not Rated	8 0.06	0 0.00	0 0.00	0 0.00
	Entered	96 1.00	16 1.00	0 0.00	0 0.00
	Survived	60 0.63	8 0.50	0 0.00	0 0.00
	Rated in same	46 0.48	3 0.19	0 0.00	0 0.00
PM	Not in same	5 0.05	4 0.25	0 0.00	0 0.00
	Not Rated	9 0.09	1 0.06	0 0.00	0 0.00
	Entered	16 1.00	3 1.00	8 1.00	6 1.00
	Survived	14 0.88	3 1.00	6 0.75	2 0.33
PM	Rated in same	12 0.75	1 0.33	3 0.38	1 0.17
	Not in same	1 0.06	2 0.67	2 0.25	0 0.00
	Not Rated	1 0.06	0 0.00	1 0.13	1 0.17

* Indicates that it cannot be determined if the individual is rated in the rating that was guaranteed. These ratings are not included in the total. Overall survival rates are virtually identical when they are included, however.

TABLE 6 (Cont.)

PN	Entered	373	1.00	37	1.00	3	1.00	0	0.00
	Survived	287	0.77	22	0.59	3	1.00	0	0.00
	Rated in same	254	0.68	21	0.57	2	0.67	0	0.00
	Not in same	17	0.05	1	0.03	0	0.00	0	0.00
	Not Rated	16	0.04	0	0.00	1	0.33	0	0.00
			HSDG	NHS	HSDG			HSDG	
			1 - 3U	1 - 3U	3L			4ABC	
PR	Entered	73	1.00	13	1.00	51	1.00	19	1.00
	Survived	55	0.75	8	0.62	41	0.80	14	0.74
	Rated in same	54	0.74	8	0.62	40	0.78	14	0.74
	Not in same	1	0.01	0	0.00	1	0.02	0	0.00
	Not Rated	0	0.00	0	0.00	0	0.00	0	0.00
QM	Entered	60	1.00	14	1.00	24	1.00	3	1.00
	Survived	44	0.73	8	0.57	19	0.79	2	0.67
	Rated in same	39	0.65	6	0.43	16	0.67	1	0.33
	Not in same	2	0.03	1	0.07	3	0.13	1	0.33
	Not Rated	3	0.05	1	0.07	0	0.00	0	0.00
RM	Entered	1045	1.00	142	1.00	679	1.00	144	1.00
	Survived	820	0.78	75	0.53	538	0.79	102	0.71
	Rated in same	763	0.73	67	0.47	495	0.73	88	0.61
	Not in same	28	0.03	3	0.02	14	0.02	4	0.03
	Not Rated	29	0.03	5	0.04	29	0.04	10	0.07
RP	Entered	92	1.00	3	1.00	10	1.00	1	1.00
	Survived	64	0.70	0	0.00	7	0.70	0	0.00
	Rated in same	57	0.62	0	0.00	7	0.70	0	0.00
	Not in same	1	0.01	0	0.00	0	0.00	0	0.00
	Not Rated	6	0.07	0	0.00	0	0.00	0	0.00
SH	Entered	232	1.00	72	1.00	209	1.00	10	1.00
	Survived	160	0.69	35	0.49	158	0.76	6	0.60
	Rated in same	154	0.66	32	0.44	157	0.75	5	0.50
	Not in same	4	0.02	1	0.01	0	0.00	0	0.00
	Not Rated	2	0.01	2	0.03	1	0.00	1	0.10
SK	Entered	600	1.00	83	1.00	40	1.00	0	0.00
	Survived	472	0.79	41	0.49	36	0.90	0	0.00
	Rated in same	448	0.75	36	0.43	31	0.78	0	0.00
	Not in same	10	0.02	1	0.01	1	0.03	0	0.00
	Not Rated	14	0.02	4	0.05	4	0.10	0	0.00

TABLE 6 (Cont.)

		HSDG 1 - 3U	NHS 1 - 3U	HSDG 3L	HSDG 4ABC
SM	Entered	214 1.00	121 1.00	20 1.00	0 0.00
	Survived	149 0.70	63 0.52	15 0.75	0 0.00
	Rated in same	134 0.63	54 0.45	13 0.65	0 0.00
	Not in same	8 0.04	2 0.02	1 0.05	0 0.00
	Not Rated	7 0.03	7 0.06	1 0.05	0 0.00
STG	Entered	327 1.00	44 1.00	17 1.00	0 0.00
	Survived	263 0.80	30 0.68	15 0.88	0 0.00
	Rated in same	229 0.70	26 0.59	15 0.88	0 0.00
	Not in same	23 0.07	2 0.05	0 0.00	0 0.00
	Not Rated	11 0.03	2 0.05	0 0.00	0 0.00
STS	Entered	22 1.00	6 1.00	1 1.00	0 0.00
	Survived	18 0.82	2 0.33	1 1.00	0 0.00
	Rated in same	10 0.45	1 0.17	1 1.00	0 0.00
	Not in same	7 0.32	0 0.00	0 0.00	0 0.00
	Not Rated	1 0.05	1 0.17	0 0.00	0 0.00
TD	Entered	91 1.00	20 1.00	2 1.00	0 0.00
	Survived	77 0.85	13 0.65	1 0.50	0 0.00
	Rated in same	43 0.47	5 0.25	1 0.50	0 0.00
	Not in same	32 0.35	6 0.30	0 0.00	0 0.00
	Not Rated	2 0.02	2 0.10	0 0.00	0 0.00
TM	Entered	41 1.00	15 1.00	21 1.00	2 1.00
	Survived	31 0.76	9 0.60	18 0.86	2 1.00
	Rated in same	20 0.68	6 0.40	16 0.76	2 1.00
	Not in same	1 0.02	1 0.07	0 0.00	0 0.00
	Not Rated	2 0.05	2 0.13	2 0.10	0 0.00
TMS	Entered	93 1.00	11 1.00	32 1.00	0 0.00
	Survived	74 0.80	3 0.27	29 0.91	0 0.00
	Rated in same *	0 0.00	0 0.00	0 0.00	0 0.00
	Not in same	66 0.71	2 0.18	25 0.78	0 0.00
	Not Rated	8 0.09	1 0.09	4 0.13	0 0.00
TMT	Entered	168 1.00	12 1.00	56 1.00	7 1.00
	Survived	113 0.67	9 0.75	43 0.77	6 0.86
	Rated in same *	0 0.00	0 0.00	0 0.00	0 0.00
	Not in same	106 0.63	7 0.58	37 0.66	5 0.71
	Not Rated	7 0.04	2 0.17	6 0.11	1 0.14

* Indicates that it cannot be determined if the individual is rated in the rating that was guaranteed. These ratings are not included in the total. Overall survival rates are virtually identical when they are included, however.

TABLE 6 (Cont.)

	HSDG 1 - 3U	NHS 1 - 3U	HSDG 3L	HSDG 4ABC
YN				
Entered	604 1.00	62 1.00	268 1.00	49 1.00
Survived	483 0.80	31 0.50	211 0.79	39 0.80
Rated in same	458 0.76	24 0.39	202 0.75	33 0.67
Not in same	13 0.02	1 0.02	5 0.02	2 0.04
Not Rated	12 0.02	6 0.10	4 0.01	4 0.08

TABLE 7
SURVIVAL AND ADVANCEMENT RATES,
SIX-YEAR OBLIGATION (At 36 Months), FY 1983

Education Mental Group	HSDG 1 - 3U	NON-GRAD/GED 1 - 3U	HSDG 3L
TOTAL			
Entered	6634 1.00	438 1.00	130 1.00
Survived	5607 0.85	279 0.64	112 0.86
Rated in same	4606 0.69	216 0.49	78 0.60
Not in same	792 0.12	45 0.10	24 0.18
Not Rated	209 0.03	18 0.04	10 0.08
RATING			
AQ			
Entered	323 1.00	33 1.00	18 1.00
Survived	274 0.85	28 0.85	13 0.72
Rated in same	229 0.71	22 0.67	9 0.50
Not in same	36 0.11	5 0.15	1 0.06
Not Rated	9 0.03	1 0.03	3 0.17
AT			
Entered	747 1.00	36 1.00	15 1.00
Survived	647 0.87	26 0.72	15 1.00
Rated in same	610 0.82	24 0.67	12 0.80
Not in same	27 0.04	1 0.03	3 0.20
Not Rated	10 0.01	1 0.03	0 0.00
AX			
Entered	166 1.00	13 1.00	0 0.00
Survived	149 0.90	7 0.54	0 0.00
Rated in same	134 0.81	6 0.46	0 0.00
Not in same	9 0.05	0 0.00	0 0.00
Not Rated	6 0.04	1 0.08	0 0.00
BT			
Entered	510 1.00	66 1.00	2 1.00
Survived	406 0.80	43 0.65	0 0.00
Rated in same	393 0.77	43 0.65	0 0.00
Not in same	9 0.02	0 0.00	0 0.00
Not Rated	4 0.01	0 0.00	0 0.00
CTM			
Entered	310 1.00	10 1.00	19 1.00
Survived	257 0.83	4 0.40	17 0.89
Rated in same	180 0.58	2 0.20	13 0.68
Not in same	65 0.21	1 0.10	4 0.21
Not Rated	12 0.04	1 0.10	0 0.00

TABLE 7 (Cont.)

DS	Entered	489	1.00		32	1.00		7	1.00
	Survived	421	0.86		21	0.66		6	0.86
	Rated in same	336	0.69		12	0.38		3	0.43
	Not in same	69	0.14		6	0.19		3	0.43
ET	Not Rated	16	0.03		3	0.09		0	0.00
	Entered	2234	1.00		134	1.00		38	1.00
	Survived	1901	0.85		88	0.66		34	0.89
	Rated in same	1313	0.59		58	0.43		18	0.47
EW	Not in same	455	0.20		23	0.17		9	0.24
	Not Rated	133	0.06		7	0.05		7	0.18
	Entered	230	1.00		22	1.00		8	1.00
	Survived	199	0.87		15	0.68		7	0.88
FT	Rated in same	184	0.80		14	0.64		6	0.75
	Not in same	11	0.05		1	0.05		1	0.13
	Not Rated	4	0.02		0	0.00		0	0.00
	Entered	1078	1.00		58	1.00		34	1.00
GS	Survived	919	0.85		38	0.66		30	0.88
	Rated in same	0	0.00		0	0.00		0	0.00
	Not in same	878	0.81		38	0.66		27	0.79
	Not Rated	41	0.04		0	0.00		3	0.09
HM	Entered	444	1.00		43	1.00		22	1.00
	Survived	376	0.85		33	0.77		20	0.91
	Rated in same	0	0.00		0	0.00		0	0.00
	Not in same	363	0.82		33	0.77		19	0.86
HT	Not Rated	13	0.03		0	0.00		1	0.05
	Entered	298	1.00		2	1.00		0	0.00
	Survived	269	0.90		0	0.00		0	0.00
	Rated in same	268	0.90		0	0.00		0	0.00
HT	Not in same	1	0.00		0	0.00		0	0.00
	Not Rated	0	0.00		0	0.00		0	0.00
	Entered	81	1.00		8	1.00		0	0.00
	Survived	71	0.88		2	0.25		0	0.00
HT	Rated in same	71	0.88		2	0.25		0	0.00
	Not in same	0	0.00		0	0.00		0	0.00
	Not Rated	0	0.00		0	0.00		0	0.00

TABLE 7 (Cont.)

IC	Entered	188	1.00	14	1.00	1	1.00
	Survived	166	0.88	9	0.64	1	1.00
	Rated in same	146	0.78	6	0.43	1	1.00
	Not in same	17	0.09	2	0.14	0	0.00
OT	Not Rated	3	0.02	1	0.07	0	0.00
	Entered	20	1.00	0	0.00	1	1.00
	Survived	17	0.85	0	0.00	1	1.00
	Rated in same *	0	0.00	0	0.00	0	0.00
RM	Not in same	16	0.80	0	0.00	1	1.00
	Not Rated	1	0.05	0	0.00	0	0.00
	Entered	305	1.00	20	1.00	2	1.00
	Survived	238	0.78	10	0.50	1	0.50
STG	Rated in same	222	0.73	8	0.40	1	0.50
	Not in same	14	0.05	1	0.05	0	0.00
	Not Rated	2	0.01	1	0.05	0	0.00
	Entered	276	1.00	17	1.00	8	1.00
STS	Survived	224	0.81	11	0.65	7	0.88
	Rated in same	207	0.75	9	0.53	7	0.88
	Not in same	17	0.06	2	0.12	0	0.00
	Not Rated	0	0.00	0	0.00	0	0.00
STS	Entered	477	1.00	31	1.00	12	1.00
	Survived	385	0.81	15	0.48	11	0.92
	Rated in same	313	0.66	10	0.32	8	0.67
	Not in same	62	0.13	3	0.10	3	0.25
	Not Rated	10	0.02	2	0.06	0	0.00

* Indicates that it cannot be determined if the individual is rated in the rating that was guaranteed.
These ratings are not included in the total calculations.

Survival rates are not solely a function of A-school performance. Analysis of survival of all 1983 entrants through four months, just after completion of recruit training, found that recruits with four- and five-year obligations had already experienced 8-percent attrition. Close to half of the attrition in the first 30 months occurs before the beginning of A-school, and some of the later attrition is among personnel who have successfully completed A-school.

About 5 percent of recruits with four- and five-year obligations who entered the Navy in 1983 with a specific school guarantee earned another rating, and about an equal proportion ended up not rated. Although the magnitude of the differences is small, recruits from the higher mental groups are more likely to qualify in in another rating and less likely to be nonrated after 30 months.

Table 7 provides similar results for recruits in the AEF and ATF programs. The proportion of recruits not rated is somewhat smaller than those shown in table 6. The proportion who earn a rating other than the one promised is more than twice as high. This result is consistent with a pattern of recruits who fail for academic reasons in the most difficult pipelines being reassigned to less technical pipelines.

Table 8 provides descriptive statistics of the variables in tables 6 and 7 for all the ratings. The average 30-month survival rate is 78 percent for ratings with four- and five-year obligations and over 83 percent for the ratings with a six-year obligation. Both groups reveal substantial differences across individual ratings as well as within a rating across quality groups. In the Electricians Mate (EM) rating, for example, 10 percent of upper-mental-group HSDGs end up in other ratings. The comparable number for the Aviation Electrician's Mate (AE) rating is 6 percent. In both cases, the proportion is higher for recruits from lower mental groups. Hull Technician (HT) recruits, in contrast, are unlikely to end up in another rating. These results are at least consistent with A-school attrition rates.

TABLE 8
DESCRIPTIVE STATISTICS OF VARIABLES

	Number of observations	Mean	Standard deviation	Min.	Max.
Four- or five-year obligation					
Percent survive	67	78.3	5.3	61.0	88.0
Percent rated in same	62	66.8	11.5	26.0	87.0
Percent rated different	62	8.1	8.5	0.0	47.0
Percent not rated	67	3.5	2.4	0.0	10.0
Six-year obligation					
Percent survive	17	83.5	3.6	76.0	90.0
Percent rated in same	14	72.9	9.0	58.0	89.0
Percent rated different	14	8.3	6.8	0.0	21.0
Percent not rated	17	2.5	1.8	0.0	6.0

For a sample of ratings analyzed in [1], table 9 compares FY 1983 A-school attrition and the proportion who earn a rating other than the one promised. The academic and nonacademic portions of A-school attrition are also shown. The average attrition for these ratings is 18 percent. The average number of recruits who earn a rating other than the one promised is roughly equal to one-half of the A-school attrition rate for those ratings. The correlation between the two measures across the 20 ratings for which both were available is high. A complete examination of the success of recruits who are reclassified after A-school attrition requires analysis of reclassification and subsequent survival and advancement rates for a broad range of ratings and would need to trace individuals to understand the complete process.

TABLE 9
COMPARISON OF A-SCHOOL ATTRITION AND
PROPORTION NOT RATED IN SAME

Rating	Proportion not rated in same	A-school attrition rates ^a		
		Total	Academic	Nonacademic
AC	0.23	0.35	0.25	0.10
AE	0.07	0.22	0.13	0.09
AQ	0.12	0.22	0.13	0.09
AQ6	0.11	0.27	0.17	0.10
AT	0.05	0.15	0.06	0.09
AT6	0.04	0.18	0.07	0.11
BT6	0.02	0.17	0.07	0.10
CTM	0.21	0.19	0.08	0.11
DS	0.15	0.26	0.13	0.13
EM	0.14	0.31	0.22	0.09
EO	0.03	0.03	0.00	0.03
ET6	0.20	0.47	0.18	0.29
EW	0.09	0.17	0.07	0.10
EW6	0.05	0.19	0.08	0.11
HM	0.02	0.04	0.01	0.03
MM	0.05	0.30	0.19	0.11
MS	0.01	0.02	0.01	0.01
OS	0.03	0.06	0.03	0.03
RM	0.03	0.13	0.04	0.09
SK	0.02	0.08	0.02	0.06
Average	0.08	0.19	0.10	0.09
Standard deviation	0.07	0.12	0.07	0.06
Correlation coefficient ^b		0.76 ^c	0.73 ^c	0.60 ^c

a. The A-school attrition rates are from [1].

b. The correlation coefficients are between the attrition rates and the proportion not rated in the same rating (column 2).

c. Significant at the .01 level.

SUMMARY

This research memorandum examined preliminary evidence on the reasons for A-school attrition and on subsequent success. The analysis indicated that about half of A-school attrition is for academic reasons and that this proportion has been increasing in recent years. Most of the nonacademic attrition is the result of motivation or disciplinary problems. Among students who leave A-school prematurely, less than 10 percent are recommended for discharge, 25 percent are reclassified for another rating, and the remainder return to the fleet.

The progress of recruits in 1983 was also examined. The data indicate that a significant proportion of recruits eventually earn ratings other than the ones they were originally promised. The patterns across ratings and entry programs indicate that students who fail to complete an A-school course are reclassified to other pipelines, but more detailed analyses are necessary to evaluate the success of those recruits.

REFERENCES

- [1] CNA Research Memorandum 88-76, *The Role of Student Quality on A-School Training Attrition: Trends in Selected Ratings*, by Patricia E. Byrnes, Alan J. Marcus, and Janet E. Thomason, Jul 1988 (27880076)¹
- [2] CNA Research Memorandum 88-46, *A Guide to CNA Individual Training Data Sets*, by Patricia E. Byrnes et al., Mar 1987 (27870046)
- [3] Management Information and Instructional Systems Activity (MIISA) Report No. 23UM8402, *NITRAS: Student Master File (SMF) Users Manual*, Oct 1984

1. The numbers in parentheses are internal CNA control numbers.

APPENDIX
DESCRIPTION OF NITRAS STUDENT ACTION CODES

APPENDIX

DESCRIPTION OF NITRAS STUDENT ACTION CODES

) The following pages were taken from Management Information and Instructional Systems Activity (MIISA) Report No. 23UM8402, *NITRAS: Student Master File (SMF) Users Manual*, Oct 1984.

E.2.8 Attrition

(Termination)

The attrition student action codes are K__ and L__. They are used to indicate a student's unsuccessful completion of a course, either for academic or non-academic reasons.

Whenever a student attrites, he is automatically disenrolled from the class, unless he is held onboard in a hold status awaiting transfer or discharge. In that case, an R__ code must be submitted the day following the event date of the attrite code.

Attrition student action codes are somewhat different from the other codes in that both the reason for attrition and the anticipated disposition of the student is specified.

Example: When a K__ or L__ code is submitted by the training activity, the anticipated disposition may be the "recommendation of an academic review board to re-assign the student to another school," but higher authority (NMPC) determines that the student should be transferred to the fleet. The final disposition is then reflected whenever he is released from the hold status by an S code.

Figures E-01 and E-02 provide listings of academic and non-academic attrite codes. The definitions of academic and non-academic attrites follow.

OTHER USAGE. Student Action Codes of K__ and L__ may also be used to release a student from a hold status (C4_, CD4, CE4) due to interruption of instruction.

The L__ code (non-academic attrite) is used to release a student from a hold preventing enrollment (CA3, CB3, C1_, C2, C3_).

NOTE: The L__ code must be used because the student has never entered class to receive academic instruction.

SUMMARY. The following student action codes may be reported following a K__ or L__ transaction (with the exception of LUR—final disposition for a deserter).

R__
RA3__

See sample submissions on Figure R-05.

DEFINITIONS OF THE ATTRITE SUB-CATEGORIES

I. ACADEMIC ATTRITES - K Codes

A. Classroom Inability - Attrition is the result of classroom failure. Student cannot achieve academic objectives and pass criterion tests. Classroom inability can be documented by student test scores and/or time in course.

1. Lack of Fundamental Knowledge/Prerequisite Skills - Student lacks fundamental knowledge in subject area or necessary prerequisite skills to commence with course materials without extensive and/or lengthy remediation. Such a lack of skills/knowledge is documented by course pre-tests of entry level behaviors, and by counseling and remediation actions. KAA
KAB
KAC

2. Lack of Analytical Ability/Logic - Student displays poor ability to analyze, reason, and react logically in classroom situations requiring these skills. Student cannot be reasonably remediated to required level of proficiency. KAK
KAL
KAM

B. Laboratory Inability - Attrition is the result of laboratory or shop failure. Student cannot achieve the shop or laboratory performance objectives and pass the criterion tests. Laboratory inability can be documented by student performance scores and/or time in course.

1. Lack of Manual Skills/Dexterity in the use of Tools and Test Equipment - Student is awkward/clumsy as documented in laboratory or shop performance tests. Student cannot be reasonably remediated to required level of proficiency. KCD
KCE
KCF

2. Lack of Knowledge Application - Student demonstrates an inability to transfer classroom information such as maintenance or troubleshooting procedures to laboratory or shop assignments/procedures. KCK
KCL
KCM

C. Other - Any other academic reason for attrition not covered above. Reason must be stated on Academic Review Board recommendation. KEA
KEB
KEC

	ACADEMIC ATTRITES	Reassigned/ Transferred	Discharged/ Separated	Reclassified
CLASSROOM INABILITY	Lack of Fundamental Knowledge/ Prerequisite Skills	KAA	KAB	KAC
	Lack of Analytical Ability/Logic . .	KAK	KAL	KAM
LABORATORY INABILITY	Lack of Manual Skills/Dexterity in Use of Tools & Test Equipment. .	KCD	KCE	KCF
	Lack of Knowledge Application . . .	KCK	KCL	KCM
	Other	KEA	KEB	KEC

ACADEMIC ATTRITES

Figure E-01

II. NON-ACADEMIC ATTRITES - L Codes

A. Lack of Motivation - Attrition is due to student disinterest in training or unwillingness to perform, not to student inability.

1. Negative Navy/Military Attitude - Student displays lack of interest in Navy or military as an occupational field. All reasonable/feasible counseling and remedial measures have failed to correct this lack of motivation. LGA
LGB
LGC

2. Negative School/Training Attitude - Student displays lack of interest in technical school training and expresses a preference for a work assignment. LGD
LGE
LGF

3. Negative Attitude Toward This School/Course - Student has voiced a preference for or requested another school, rating or career field. Student's performance in training supports this decision for attrition. LGG
LGH
LGJ

B. Eligibility Requirements - Attrition is the result of student ineligibility for school/course/program. The student fails to meet school/course/program prerequisites.

1. Does Not Meet Physical Prerequisites for Service Field, Rating or Specialty Training - Student does not meet specific physical requirements for training such as weight, height, strength, physical condition, etc. LJD
LJE
LJF

C. Disciplinary - Attrition is the result of a disciplinary offense on the part of the student.

1. Alleged Civil/Military Crime - Student accused or convicted of a civil or military crime and/or held by civil/military authorities. LLD
LLE
LLF

2. Habitual Offender - Student who has had a series of offenses (civil and/or military) and who evidences incorrigibility. LLK
LLL
LLM

3. Declared Deserter LUR

D. Administrative - Attrition is the result of some administrative action which removes the student from a particular training status.

1. Alcohol/Drug Rehabilitation - Student referred for rehabilitation for an alcohol or drug problem. Referral would be documented by counseling and medical records. LNA
LNB
LNC

2. Rating or Program Conversion - Transfer from school/course due to overmanning of rating or rate, the phase-out of a rating, changes from one program to another (e.g., 4- to 6-year enlistments) and/or pipeline change. LND LNF

3. Unsuitability - Student has been determined to be unsuitable for military service. Such a determination is not made by school or course personnel, but by other authority. LNP

4. Incomplete Training as Requested by Member's Command/Higher Authority - Student is unable to complete course of instruction due to changes in orders, duties, assignments, etc. LNX LNY LNZ
Such changes are administrative decisions made at the convenience of the student's superiors and are not due to student ability or achievement.

E. Medical - Attrition is the result of medical action which makes the student unable or ineligible to continue in his present training status.

1. Pregnancy - Student attrited from course due to pregnancy. LQA LQB LQC

2. Other Medical - Student attrited from course for medical reason other than pregnancy. LQN LQP LQQ

F. Death LSB

G. Other - Any non-academic reason for attrition not covered above. Reason must be stated on Academic Review Board recommendation. LZA LZB LZO

III. ANTICIPATED DISPOSITION

A. Reclassified/To Another School/Course - After attriting, student is referred for reclassification and assignment to another school or course.

B. Reassigned/Made Available to Fleet - After attriting, student is made available for reassignment to fleet duty.

C. Discharged/Separated from Navy - After attriting, student is recommended for separation from the Navy.

NON-ACADEMIC ATTRIBUTES		Reassigned/ Transferred	Discharged/ Separated	Reclassified
MOTIVATION	Negative Navy/Military Attitude	LGA	LGB	LGC
	Negative School/Training Attitude	LGD	LGE	LGF
	Negative Attitude Toward This School/Course	LGG	LGH	LGJ
ELIG/ REQMT	Does Not Meet Physical Prerequisites for Service Field, Rating or Specialty Training	LJD	LJE	LJF
DISCIPLINARY	Alleged Civil/Military Crime	LLD	LLE	LLF
	Habitual Offender	LLK	LLL	LLM
	Declared Deserter			LUR
ADMINISTRATIVE	Alcohol/Drug Rehabilitation	LNA	LNB	LNC
	Rating or Program Conversion	LND		LNF
	Unsuitability		LNP	
	Incomplete Training as Requested by Member's Command/Higher Authority	LNK	LNQ	LNZ
MEDICAL	Pregnancy	LQA	LQB	LQC
	Other Medical	LQN	LQP	LQQ
	Death		LSB	
	Other	LZA	LZB	LZC

NON-ACADEMIC ATTRIBUTES

Figure E-02